



FY 2026 DAILY COMPENSATION SCHEDULE

2025 - 2026

CAPE HENLOPEN DAILY AND HOURLY COMPENSATION RATES - 12 Month Subs (EFFECTIVE 7/13/2025)

CAPE HENLOPEN DAILY AND HOURLY COMPENSATION RATES - 10 Month Subs (EFFECTIVE 8/24/2025)

Class A, B, C, Paraprofessional, and Service Aide sub rates are driven by the State, Cumulative and Long-Term sub rates based on Board Policy 405
Rates for substitute custodians, drivers, and monitors is 2% below 0 years experience
Administrative Assistant sub rate is the same as Class B rate which is driven by the State.
Cafeteria sub rate is reviewed annually

	<u>Daily</u>	<u>Hours</u>		<u>Hourly</u>
Class A Substitute (Maximum State Rate)	196.90	7.50	\$	26.25
Class B Substitute (Maximum State Rate)	157.30	7.50	\$	20.97
Class C Substitute (Maximum State Rate)	124.30	7.50	\$	16.57
Long-Term Substitute Rate (Class A, B, C = BA,0 yrs. Exp.)	280.70	7.50	\$	37.43
Beginning on 21st day/not retroactive				
Cumulative - Term Substitute Rate (Class A x 1.3)	255.97	7.50	\$	34.13
Beginning on 21st day/not retroactive				
Cumulative - Term Substitute Rate (Class B x 1.3)	204.49	7.50	\$	27.27
Beginning on 21st day/not retroactive				
Cumulative - Term Substitute Rate (Class C x 1.3)	161.59	7.50	\$	21.55
Beginning on 21st day/not retroactive				
Paraprofessional (Maximum State Rate)	149.62	7.50	\$	19.95
Service Aide (Maximum State Rate), Actual Work Hours May Be Less	132.93	7.50	\$	17.72
Supported Employment, Actual Work Hours May be Less	132.93	7.50	\$	17.72
Custodian	142.08	8.00	\$	17.76
Technology	196.80	8.00	\$	24.60
Bus Driver	178.46	6.00	\$	29.74
Bus Monitor	134.65	6.00	\$	22.44
Administrative Assistant	157.30	7.50	\$	20.97
Nurse	280.70	7.50	\$	37.43
Cafeteria			\$	16.50

Athletic Game Personnel	Professional Staff	\$50.00 flat stipend per event
Athletic Game Personnel	Support Staff	Per FLSA/CHSSA Guidelines
State/Conference Games	All	Reimbursed Rate paid via FSF

<u>State Inservice Rates</u>	<u>Product</u>	<u>Non-Product (60%)</u>
Inservice Administrator (Maximum State Rate)	43.530000	26.118000
Inservice Teacher (Maximum State Rate)	42.650000	25.590000
Inservice Para (Maximum State Rate)	24.600000	14.760000
Inservice Nurse (Maximum State Rate)	42.650000	25.590000
Inservice Administrative Assistant (Maximum State Rate)	20.180000	12.108000
Inservice Custodian (Maximum State Rate)	15.940000	9.564000

10-month staff should not begin receiving the new in-service rate until the start of the school year.

FY 26 Fringe Rates (Effective 1/1/26)

Pension	24.19%
Paid Family Caregiving Leave	0.04%
FICA	6.20%
Medicare	1.45%
Workers Comp	1.40%
Unemployment	0.11%
Total (Regular Employees)	33.39%
Total (Substitute Employees)	9.20%